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# Human Resources Updates

January 20, 2019

Finance and Administration Subcommittee Report

# Vacancy Report

(as of February 1, 2019)

- ▶ Permanent Vacancies: 150.25 (13.6%)
  - ▶ Decrease from November's 2018's 14.3% (last update)
  - ▶ Decrease from July 2017's 22.7% (beginning of tracking)
- ▶ Overall vacancy rate (includes permanent blanket incumbents) - 9.2%
  - ▶ Blanket positions w/ permanent incumbents: 48
- ▶ Additional Temp Help Blanket positions: 67 (not in vacancy rate w/ Permanent)
  - ▶ Limited Term: 12
  - ▶ Retired Annuitants: 44
  - ▶ Civil Service Youth Aid & Student Assistants: 11

\*Data does not include Public Advocate's Office (15.7% overall vacancy rate)

## Ongoing Efforts

- ▶ Position Control/Reconciliation (including use of Blanket)
- ▶ CPUC Realignment
- ▶ Decentralization
- ▶ Occupational Health and Safety (including ergonomics)
- ▶ Training Program (including manager and supervisor programs)
- ▶ Internship Guidelines
- ▶ Complete HRD Reorganization
- ▶ Continue to move forward with identifying issues, streamlining processes, and drafting policies (when necessary)
- ▶ Change Management!!!